

EXHIBIT 1: REQUIRED EDUCATION AND EXPERIENCE

| EXPERIENCE -OR- EDUCATION ¹ | | + | TIME IN LEVEL | ADVANCEMENT |
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| DG-303-II | 1 year specialized experience | N/A | 1 year equivalent to DG-I | One year specialized experience equivalent to the next lower level, DG-I or the equivalent. |
| DG-318-II | 1 year specialized experience | N/A | 1 year equivalent to DG-I | One year specialized experience equivalent to the next lower level, DG-I or the equivalent. |
| DT-332-I | 1 year specialized experience | 4 years above high school | 1 year equivalent to DT-A | One year specialized experience equivalent to the next lower level, DT-A or the equivalent. |
| DA-1020-III | 1 year specialized experience directly related to the actual type of work for which application is made. Creditable experience includes preparation of graphic presentations of objects, facts, or ideas requiring the use of art media and artistic ability. Appropriate experience may have been gained working as a commercial artist or illustrator in the fields of public information, advertising or publishing; or by working with technical or scientific equipment, or entomological, biological, medical or other similar material. | PhD or equivalent doctoral degree; or 3 years of progressively higher level graduate education leading to such a degree w/major study in illustrative design, commercial art, fine arts, industrial design, architecture, drafting, interior design, appropriate history or scientific subjects, visual communication, or other fields related to the position. | 1 year equivalent to DA-II | One year specialized experience equivalent to the next lower level, DA-II or the equivalent. |

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¹ Generally, qualifications are determined by attainment of 100% of the qualifications required. This may be met by meeting 100% of experience requirements; 100% of education requirements (when applicable); or 100% in a combination of experience and education.

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| DA-1071-III | 1 year specialized experience in the actual type of work for which application is made. | PhD or equivalent doctoral degree; or 3 years of progressively higher level graduate education leading to such a degree with major study in photography, radio or television production, motion picture production, or other fields related to the position. | 1 year equivalent to DA-II | One year specialized experience equivalent to the next lower level, DA-II or the equivalent. |
| DP-1083-III | 1 year specialized experience, requiring substantial subject-matter or technical knowledge of the field. Experience must have demonstrated the ability to acquire and present technical information through independent reading, interviews with subject-matter specialists, observation of tests and experiments, interpretation of blueprints or diagrams, or other appropriate methods. Such experience may have been acquired as a writer or editor of technical reports, articles, manuals, or specifications. | None. | 1 year equivalent to DA-III | One year specialized experience equivalent to the next lower level, DA-III or the equivalent. |
| DA-1083-III | 1 year specialized experience, requiring substantial subject-matter or | PhD or equivalent doctoral degree; or 3 years of progressively | 1 year equivalent to DA-II | One year specialized experience equivalent to the next lower level, DA-II or the equivalent. |

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| DA-1083-III continued | technical knowledge of the field. Experience must have demonstrated the ability to acquire and present technical information through independent reading, interviews with subject-matter specialists, observation of tests and experiments, interpretation of blueprints or diagrams, or other appropriate methods. Such experience may have been acquired as a writer or editor of technical reports, articles, manuals, or specifications. | higher level graduate education leading to such a degree. Courses must have included a total of 15 semester hours (or equivalent) in appropriate scientific, technical, or social science field(s), and at least one course above the introductory level in the field(s) covered by the position. For technical manuals & specifications writers or editors, the equivalent of 15 semester hours may have been gained through vocational or educational training above the high school level at a public, private or Armed Forces School. | | |
| DP-1084-III | 1 year specialized experience in the actual type of work for which application is made. Experience may have included planning the preparation and use of photographs, illustrations, drawings and other art work, charts, diagrams, dioramas, maps, slides, overlays, and other kinds of visual material for use in | None | 1 year equivalent to DA-III. | One year specialized experience equivalent to the next lower level, DA-III or the equivalent. |

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| DP-1084-III continued | communicating information through visual means. | | | |
| DA-1084-III | 1 year specialized experience in the actual type of work for which application is made. Experience may have included planning the preparation and use of photographs, illustrations, drawings and other art work, charts, diagrams, dioramas, maps, slides, overlays, and other kinds of visual material for use in communicating information through visual means. | PhD or equivalent doctoral degree; or 3 years of progressively higher level graduate education leading to such a degree with major study in commercial art, fine arts, art history, industrial design, architecture, drafting, interior design, photography, visual communication, or other fields related to the position. Some positions may also require subject-matter knowledge of medicine, science, or technical equipment. | 1 year equivalent to DA-II. | One year specialized experience equivalent to the next lower level, DA-II or the equivalent. |

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| DP-1410-III | <p>1 year specialized experience equivalent to DA-III. Positions involved w/acquisition, cataloging or reference work, may be limited to those eligibles who have had experience in the appropriate specialization at a qualifying level of difficulty. Positions with subject-matter knowledge in a specific discipline or a full knowledge of the state of the art requires applicants to meet the requirements directly related to the subject matter or language of the specialization. These requirements are in addition to the basic professional library science requirements that apply to all positions. The following specializations are authorized: biological, medical, social or physical sciences, education, fine arts, business and industry, humanities, law, music, engineering, and the Germanic, Slavic, Oriental, Arabic or Romance languages.</p> | <p>{NOTE: At this level, a combination of education and experience to meet basic qualifications is <i>not an option</i>. All applicants must, <u>at a minimum</u>, possess the BASIC educational requirements, which follow} Must meet one of these requirements: A. 1 full academic year of graduate study in library science in an accredited college or university, in addition to completion of all work required for a bachelor” degree; OR B. “5th year” bachelor’s degree in library science <u>and</u> at least 1 year of library experience that included the performance of duties in one or more functional areas of librarianship at the GS-5 or higher grade level (or equivalent). OR C. 5 years of a combination of college-level education, training and/or experience.</p> | 1 year equivalent to DA-III. | One year specialized experience equivalent to the next lower level, DA-III or the equivalent. |
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| DP-1410-III continued | | Background must establish conclusively the education, training and/or experience provided a knowledge and understanding of the theories, principles, and techniques of professional librarianship; a knowledge of literature resources; and the knowledge and abilities essential for providing effective library services. [Under this provision, applicants must take and pass a subject-matter test in library science.] | | |
| DA-1410-III | 1 year of specialized experience in librarianship or experience in a subject-matter or language area appropriate to the position equivalent to at least DA-II. | Completion of all requirements for a doctoral degree (or equivalent) or 3 full academic years of graduate education in library science. | 1 year equivalent to DA-II. | One year specialized experience equivalent to the next lower level, DA-II or the equivalent. |
| DG-1411-II | 1 year specialized experience | N/A | 1 year equivalent to DG-I | One year specialized experience equivalent to the next lower level, DG-I or the equivalent. |

Reference: OPM Operating Manual, Qualification Standards for General Schedule Positions (TS-2) August 1994